

U.S. ARMY CORPS OF ENGINEERS

Career Program (CP) 18

Engineers and Scientists

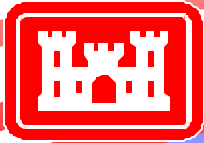
MR. WILLIAM A. BROWN, SR., P.E., HAIA

Functional Chief Representative (FCR)

Principal Assistant for

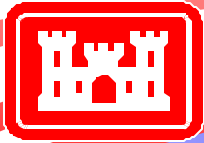
Military Programs

Army Worldwide Environment & Energy Conference



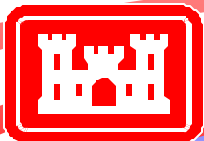
Outline

- ✦ **CP-18 Background**
- ✦ **SELC Initiatives**
- ✦ **SELC PROGRESS**



Statistics

- ✦ **CP-18 - Largest Army Career Program, 15,300 individuals**
- ✦ **85% located in USACE**
- ✦ **Careerist located at MACOMS, COE Divisions & Districts, DPW's, Labs, AEC, etc.**
- ✦ **47 Career Fields**

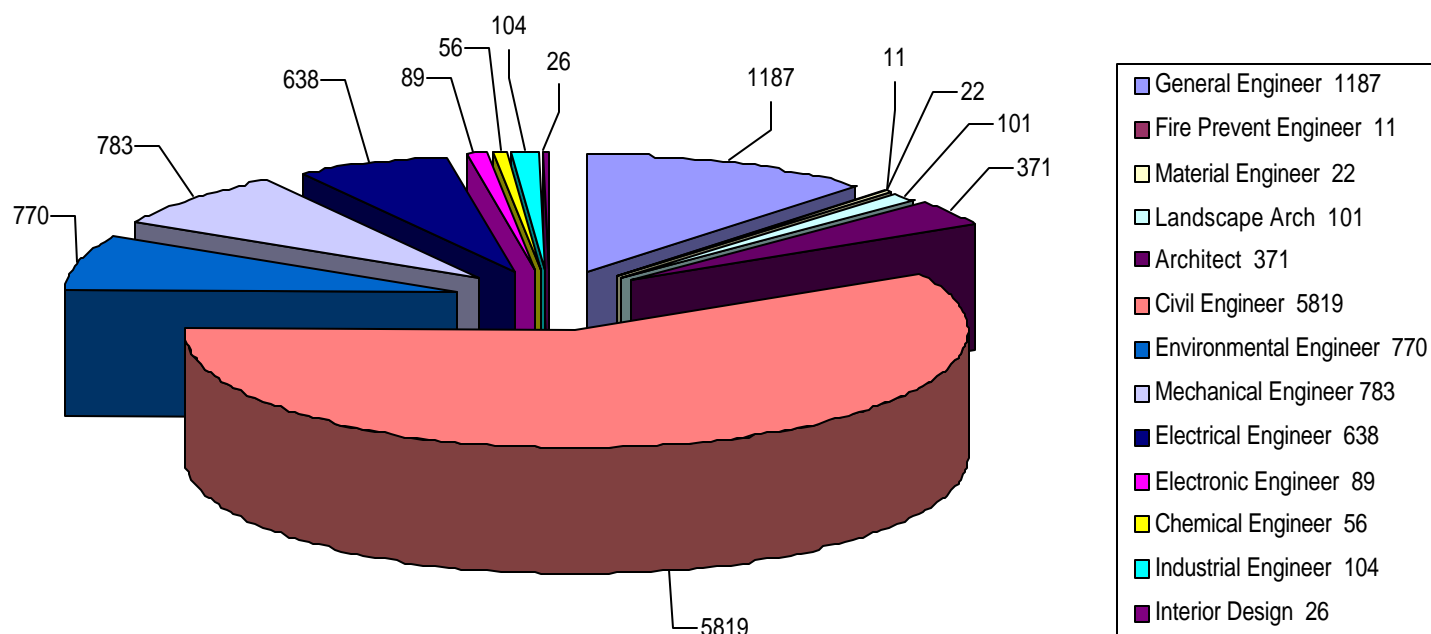


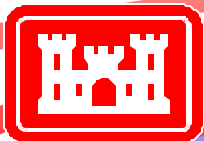
DEMOGRAPHICS

CP 18 DA



Engineers' Distribution Chart

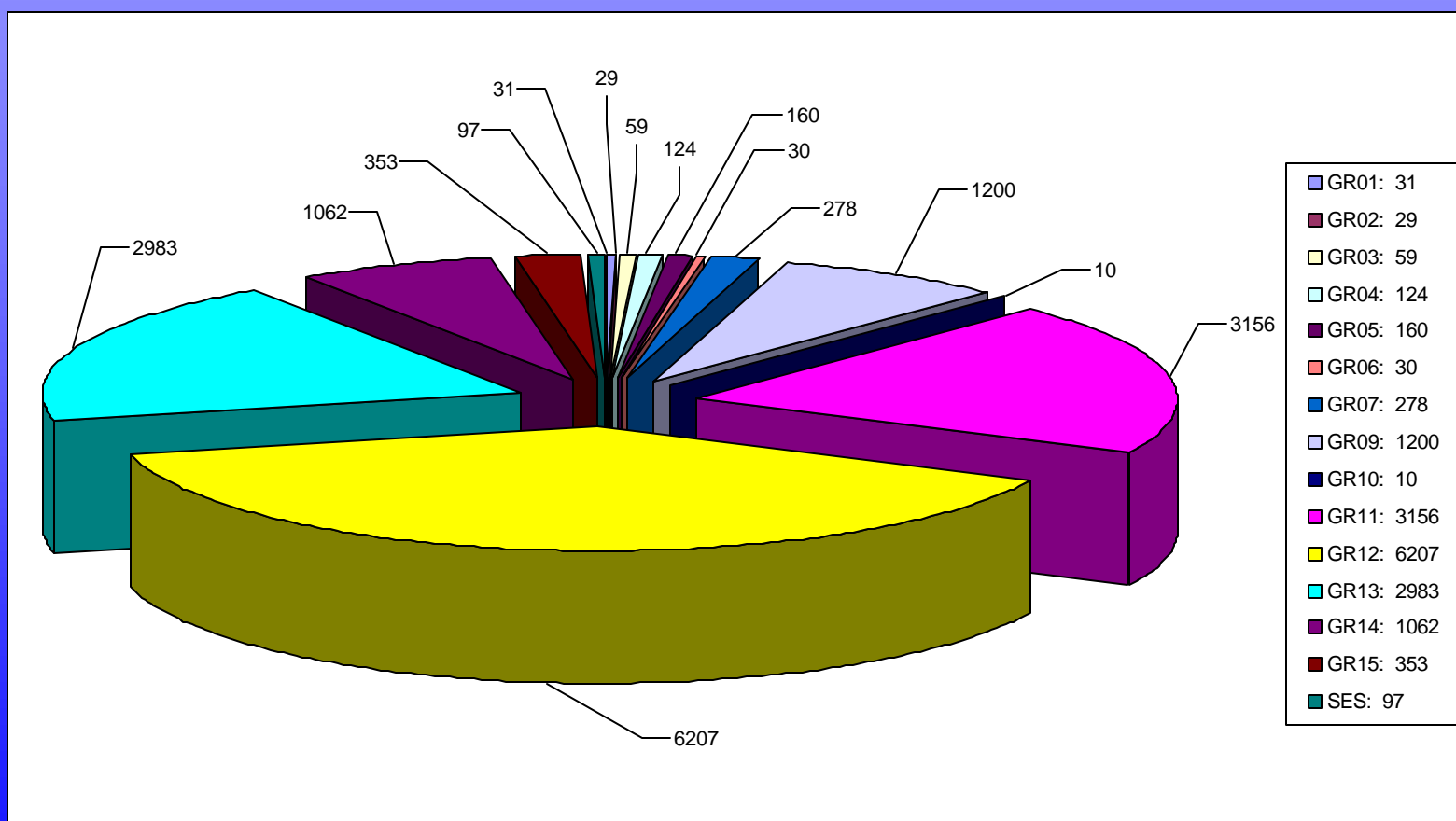


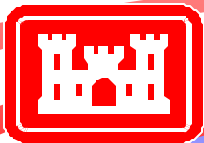


DEMOGRAPHICS

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Grade Distribution Chart





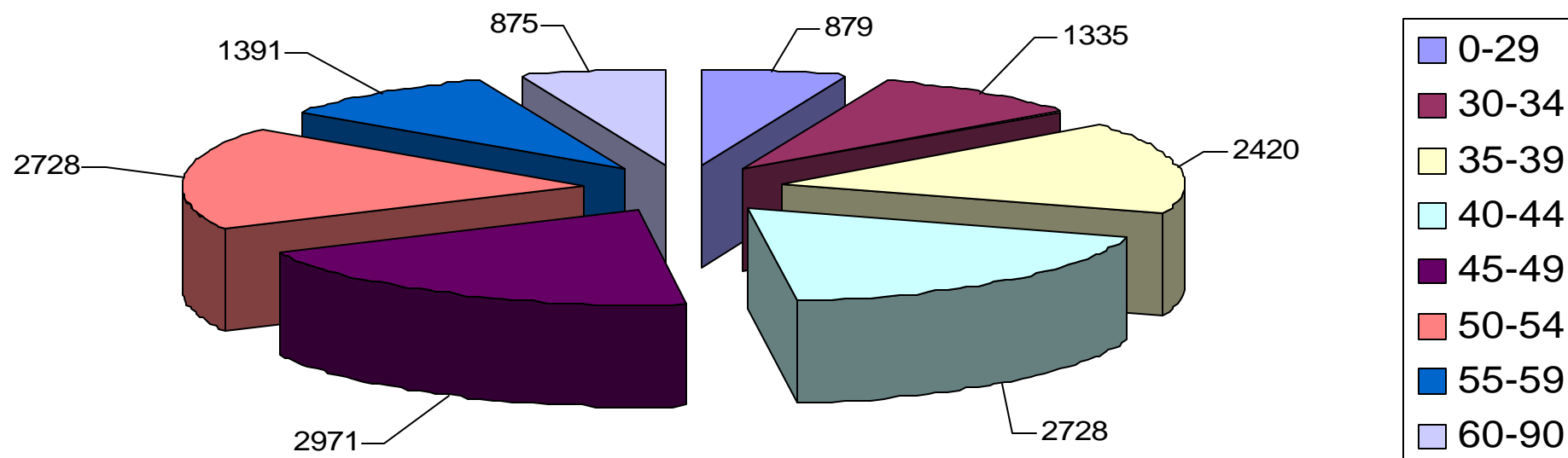
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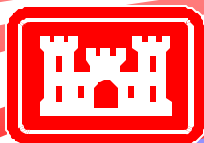
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Total Age Group Allocation

Average Age: 45





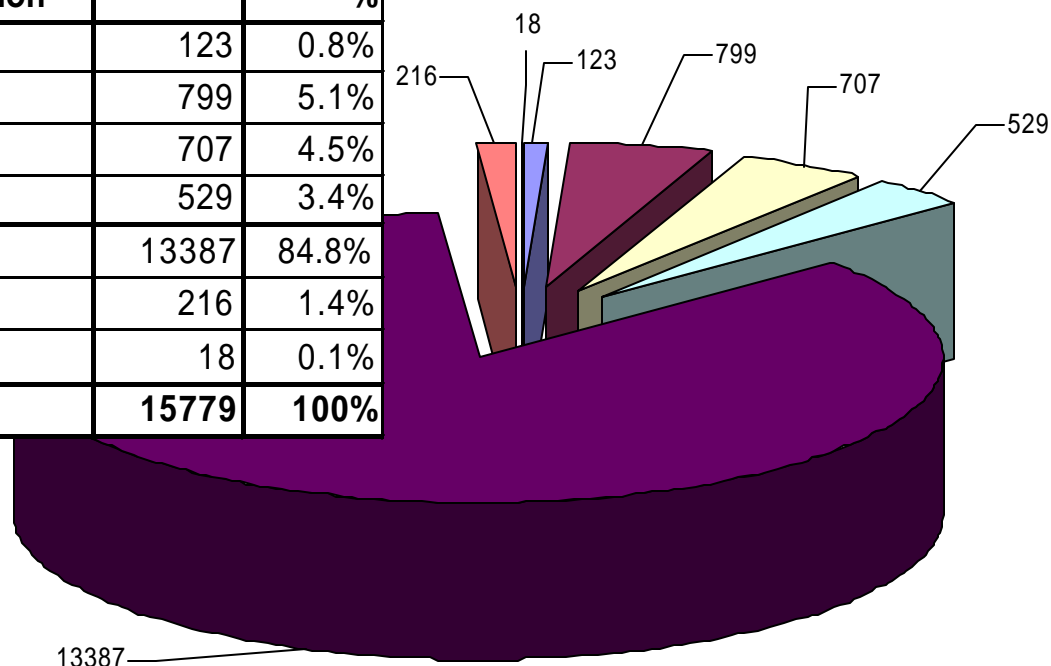
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CP 18 DA

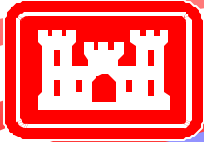
RNO Distribution Chart



Race/National Origin Representation			%
American Indian or Alaskan Native		123	0.8%
Asian or Pacific Islander		799	5.1%
Black, Not of Hispanic Origin		707	4.5%
Hispanic		529	3.4%
White, not of Hispanic Origin		13387	84.8%
Other: (minority in Hawaii)		216	1.4%
Other (Not Applicable)		18	0.1%
Total:		15779	100%



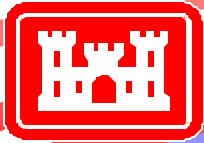
- | | |
|-------------------------------------|-------------------------------|
| ■ American Indian or Alaskan Native | ■ Asian or Pacific Islander |
| ■ Black, Not of Hispanic Origin | ■ Hispanic |
| ■ White, not of Hispanic Origin | ■ Other: (minority in Hawaii) |
| ■ Other (Not Applicable) | |



Program Development

- ✦ **Based on needs of the Army**
- ✦ **Civil Works Personnel funded by COE, all others funded by Army**
- ✦ **COE & Army pay fair share for recruitment, workshop, track development, LDP, LTT, etc.**

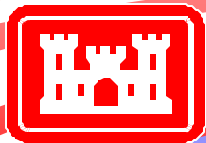




Program Development

- ✦ Requirements reviewed & evaluated by Army Career Program Policy Committee
- ✦ Funds allocated based on need, prior year performance and availability
- ✦ Funds distributed quarterly, Obligations tracked quarterly adjusted



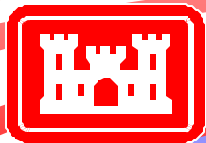


Program Emphases



- ✦ **Leadership Development Program**
- ✦ **Partnerships with Advancing Minorities Interest in Engineering and The Latino/Native American Engineering Consortium**
- ✦ **Summer Intern Program**



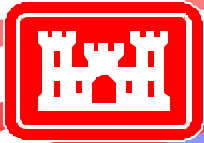


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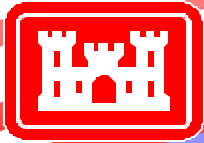
- ✦ **Graduate Studies**
- ✦ **Short term Course Funding**
- ✦ **Centralized Recruitment/Selection of ACTEDS CP18 - Rock Island**
- ✦ **Annual Workshop for CP18 Managers (125)**





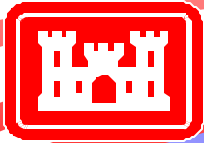
VACANCY RECRUITMENT

- + **SCAP Eliminated**
- + **No automatic evaluation & referral**
- + **Eliminates biases**
- + **Electronic desk side vacancy notice funded by USACE**
- + **Applies to CP18 & 55**
- + **Advises individual of all vacancies.**
Individual decides which ones to apply



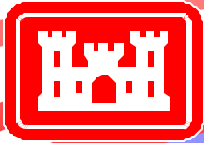
New Initiatives

- ✦ **CO-OP - MAX. 25% of ACTEDS Intern Allocations Approved by ASA MR&A FOR USE AS CO-OP POSITIONS**
- ✦ **Professional development of DPWs**
- ✦ **Senior Environmental Leadership Conference Initiatives**



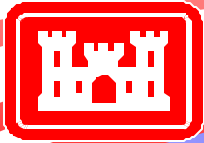
SELC

- + Senior Environmental Leadership Conference
- + 21-21 March 2000
- + 89 personnel; 24 GO's & 14 SES's
- + Reps from all MACOMS
- + Follow on brief to VCSEA 17 Nov 2000



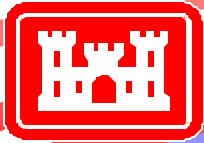
SELC - Panels

- + Panel 1 -Requirements, Acquisition & Logistics (DCG, AMC)
- + Panel 2 - Training & Doctrine (CG,USAESC, TRADOC)
- + Panel 3 - Installation Management (ACSIM)
- + Panel 4 - Operations (DCG, FORSCOM)



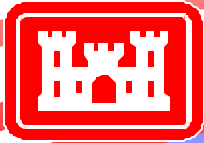
SELC - Panel 2 Members

- + LTG Flowers, USAES/TRADOC**
- + Mr. Seger, ADCS-T, TRADOC**
- + COL Fox, ODCSOPS, TRADOC**
- + COL Hardin, ODCSOPS, FORSCOM**
- + Ms. Darby, ODCSPERS, AMC**
- + Mr. Brown, Dep. Mil. Prgms, USACE**
- + GEN (Ret) Richardson, Facilitator**
- + COL (Ret) Uyesugi, Recorder**



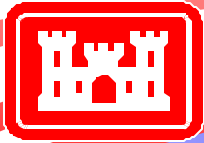
SELC - ACTIONS

- + **Develop an action plan for CP18 & CP16 managers that provides career development guidance for environmental specialists.**
- + **Develop a technical track with training needs that are common to CP16 & 18 progression.**



SELC - PROGRESS !!

- ✦ **Contract funded and awarded Sep 2000 by USACE**
- ✦ **Nine month performance**
- ✦ **Develop track for Environmental and DPW professionals**
- ✦ **Road map for technical development**
- ✦ **Cross over into General Engineering**
- ✦ **Advisory Group, MACOMS, AEC, ASA/I&E**



USACE Web Site



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